

Hillcrest Group of Companies - Gender Pay Gap

The Gender Pay Gap is the difference in average earnings between men and women, irrespective of the position they hold within our organisation.

The findings have been prepared in line with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017, which requires employers with 250 or more employees to publish statutory calculations on an annual basis detailing the pay gap between male and female employees. The data is taken from the workforce as at 5 April 2017 and includes full and part time workers, apprentices, contractors and agency workers.

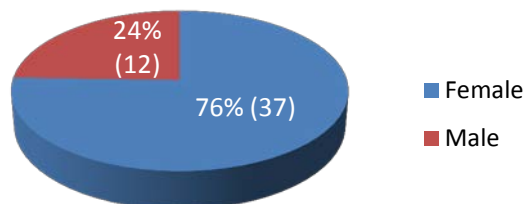
The Hillcrest Group has taken the decision to publish the information for all companies in the Group.

Hillcrest Housing Association

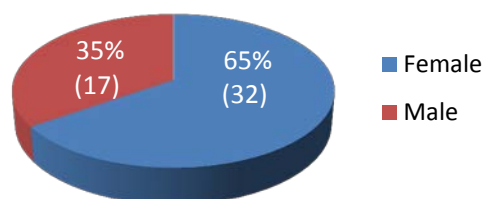
Gender Pay Gap Data	Male earnings are:
Mean difference in hourly rate of pay	4.86% higher
Median difference in hourly rate of pay	17.72% higher

Data was taken from 195 employees. Upper quartile results show a greater balance between male and female employees in comparison to the other areas where the workforce is predominantly female, in administration and office based roles.

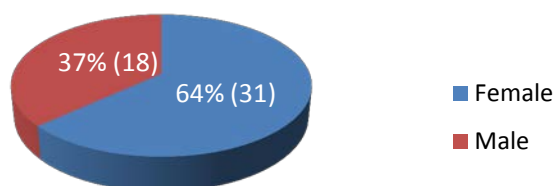
Lower Quartile



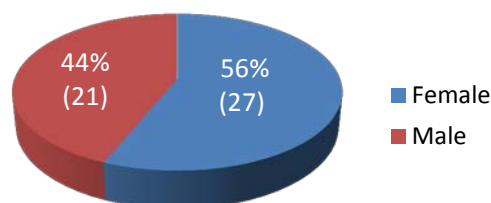
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



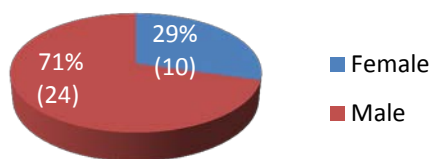
Hillcrest Maintenance Services

Gender Pay Gap Data	Male earnings are:
Mean difference in hourly rate of pay	16.4% higher
Median difference in hourly rate of pay	31.3% higher
Mean difference in bonus pay	49.6% higher
Median difference in bonus pay	48.8% higher

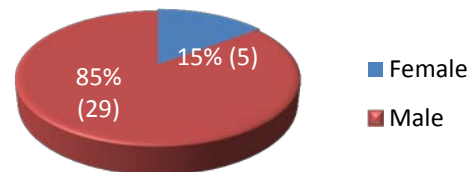
Data was taken from 135 employees. Results are indicative of the fact Hillcrest Maintenance Services employs significantly more male employees than female in trades roles such as joinery, painting, gas, electrical and plumbing.

A bonus payment is made twice yearly, if appropriate. Male earnings are higher due to there being no female employees as part of the Management Team or working in trades roles.

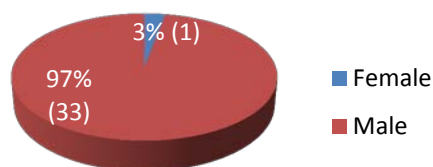
Lower Quartile



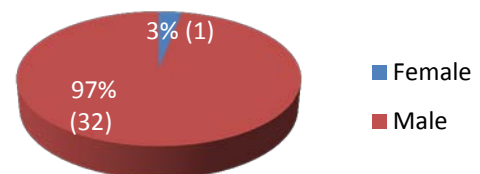
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



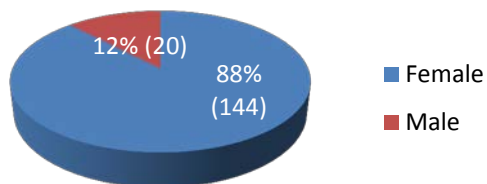
Gowrie Care Limited

Gender Pay Gap Data	Male earnings are:
Mean difference in hourly rate of pay	5.5% higher
Median difference in hourly rate of pay	0%

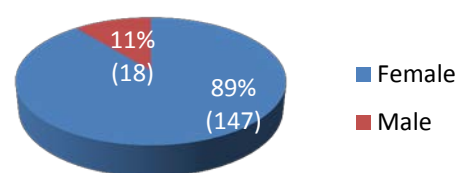
The findings are a direct result of the gender representation of our workforce. At the time the snapshot for the data was taken, 547 employees were female and 109 were male. A higher proportion of male employees work full time.

Gowrie Care are finding it more and more challenging to attract and retain care sector workers. This is despite offering competitive terms and conditions, excellent support structures and training. The difficulty recruiting male workers to Social Care roles is a national one, as over 80% of the workforce continues to be female. Gowrie Care will continue to make efforts to actively encourage more male workers into the company by promoting the work that men, as well as women can find interesting and fulfilling.

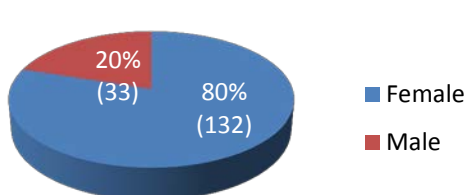
Lower Quartile



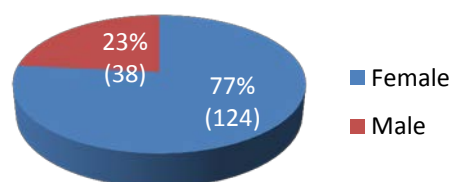
Lower Middle Quartile



Upper Middle Quartile

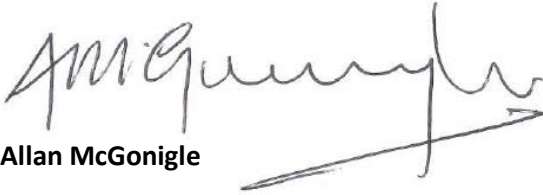


Upper Quartile



Gender pay is different to equal pay. The Hillcrest Group of Companies pays female and male colleagues equally for carrying out the same or similar work. Whilst we recognise there are areas of our workforce where we don't have as much of a gender balance as we would hope for, we remain dedicated to equality and ensure that all our employees, regardless of gender have the same opportunity to access vacant roles.

We will continue to ensure our recruitment opportunities are inclusive and we always strive to attract and retain the best people for our positions, from all sectors of our community.



Allan McGonigle

Director of Corporate Services



Angela Linton

Group Chief Executive